

EMPLOYEES

Each research facility must have a sufficient number of trained employees to provide the husbandry and care required for the animals. [3.12, 3.32, 3.57, 3.85, 3.108, 3.132]

Criteria

Factors for evaluating the appropriateness of the number of employees include, but are not limited to:

- maintenance requirements of the animals
- construction and design of animal facilities
Example: All wood facilities require frequent maintenance.
- routine condition of the animal facilities
Example: If always in compliance, there may be enough employees. If always out of compliance in areas related to husbandry/care, there may not be enough employees.
- an employee's area of responsibility
Example: An employee is responsible for the care of both regulated and non-regulated animals and the care of the non-regulated animals takes most of his/her time, so the care of the regulated animals is adversely affected.

Factors in determining an adequately trained employee include, but are not limited to:

- background and experience
- demonstration of proper handling of the animal
- facility-provided training
- formal training, i.e., apprenticeships/certification
- training by the attending veterinarian

Indicators of inadequately trained employees include, but are not limited to:

- high incidence of injury to:
 - personnel
 - animals
- inadequate cleanliness of facility

Employees must be supervised by an individual who has a background in animal husbandry or care.

Species Specific

Marine Mammals

A sufficient number of employees and attendants working with marine mammals must be utilized to maintain the level of husbandry required by the regulations and standards. [3.108(a)]

These employees/attendants must be: [3.108(a)]

- be adequately trained
- be responsible to management
- work in concert with the attending veterinarian
- be under the supervision of a caretaker with demonstrable experience in marine mammal husbandry and care

The research facility must: [3.108(b)]

- provide a training course for employees/attendants
- document participation in the training course
- document successful completion of the training course

The training course must include, but is not limited to:
[3.108(b)]

- species appropriate husbandry techniques
- animal handling techniques
- information on proper reporting procedures, such as:
 - ▶ recordkeeping
 - ▶ notification of the veterinary staff for medical concerns

Training of marine mammals must be done by or under the direct supervision of experienced trainers. [3.108(c)]

Trainers and handlers must meet professionally recognized standards for experience and training. [3.108(d)]